US Army Corps
of Engineers®
Wilmington District
Equal Employment
Opportunity (EEO)

EEO Laws, Regulations, Directives

U.S. Army Corps of Engineers

LEGAL/REGULATORY BASES

Constitution/Amendments

Civil Rights Acts of 1960s/70s

Rehabilitation Act of 1973, Sections 501 and 505

Titles I and V of the Americans with Disabilities Act of 1990 (ADA), as Amended

Title 29, Code of Federal Regulations (CFR), Part 1614

Executive Orders 11478, 13087, 13145, 13160

Civil Rights Act of 1991

Age Discrimination in Employment Act of 1967

etc.

DIRECTIVES/REGULATIONS

DISABILITY REGULATIONS

NO FEAR ACT

PROGRAM FOR INDIVIDUALS WITH DISABILITIES

AR-690-12 (EEO)

EEOC Management Directive 715

EEOC Regulations

EEOC Enforcement Guidance

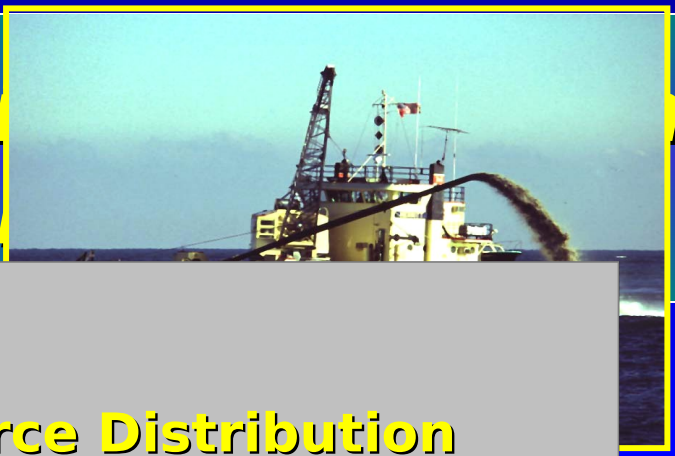
Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (P.L. 107-174)

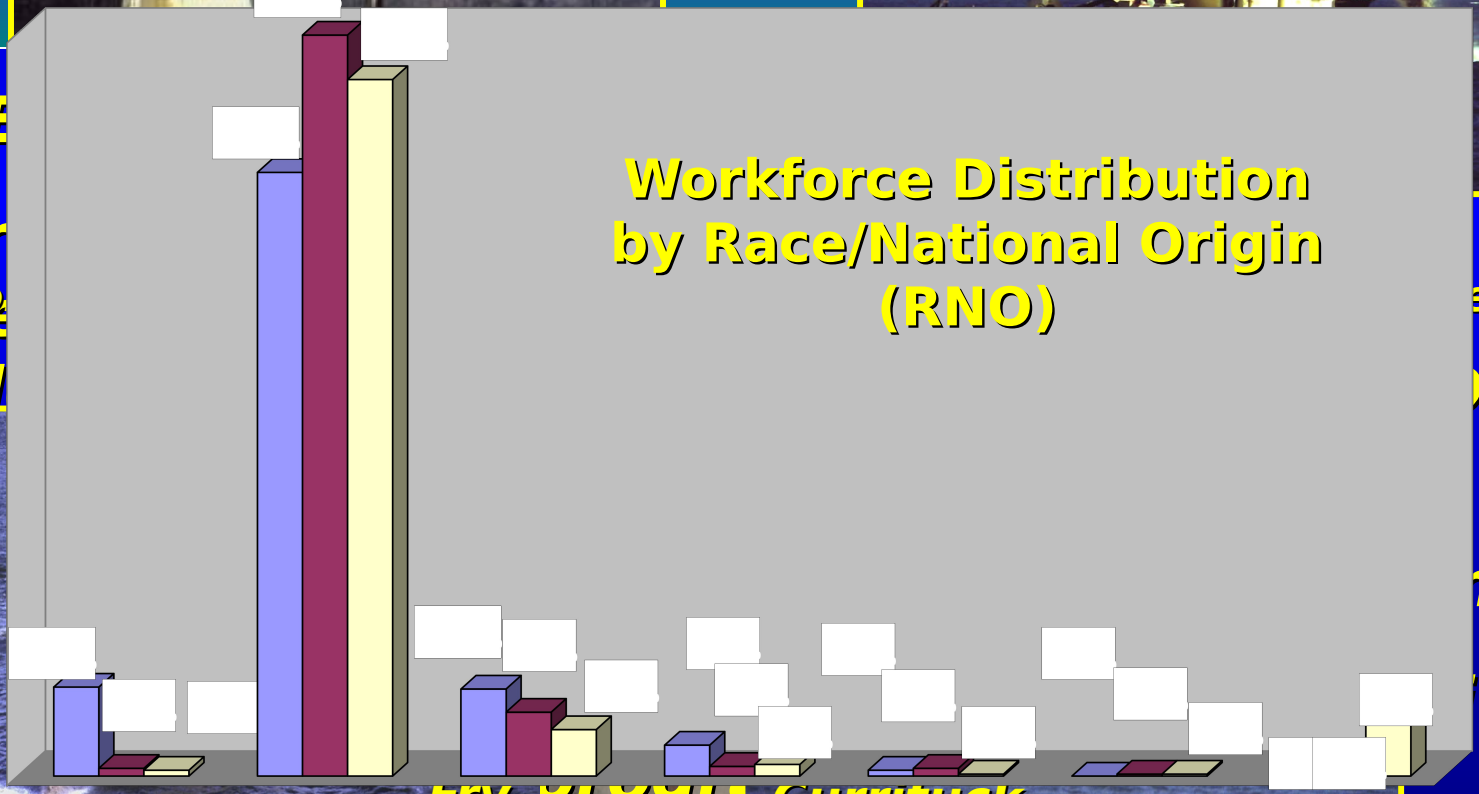
Procedures for Reasonable Accommodations

Computerized/Electronics Accommodation Program (CAP)

U.S. Army Corps
of Engineers

EEO





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Emphasis Programs (SEPs).

Commander's Policy Memorandums

U.S. Army Corps
of Engineers

Policy Memorandum # 2
Equal Employment Opportunity

Policy Memorandum # 3
Prevention of Sexual Harassment (POSH)

Policy Memorandum # 10
Support Statement for the Affirmative Action Program for Hiring, Placement, and Advancement of Individuals with Disabilities and the Affirmative Action Program for Disabled Veterans

Equal Employment Opportunity

U.S. Army Corps
of Engineers

"Dedicated to Promoting Equality in Our Workforce"

It is our policy to provide EEO for all persons, prohibiting discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal.

U.S. Army Corps of Engineers

EEO and Diversity

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Workplace Bullying

Acts or verbal comments that could '*mentally*' hurt or isolate a person in

U.S. Army
Corps
of Engineers

POSH Training

(Prevention of Sexual Harassment)

http://pdsc.usace.army.mil

POSH training is an annual mandatory course for all Federal Government civilian employees (including supervisors) and military personnel.

Training Frequency:

- ***Managers - annual***
- ***New employees - upon entrance***
- ***Other employees - every two years***

Frequency of training can be altered depending on the

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NO FEAR Training

(Federal Employee Anti-Discrimination and Retaliation)

http://www.saw.usace.army.mil/no_fear/no_fear.htm

Reference: Notification and Federal Employee Anti-Discrimination and Retaliation Act of 2002, Public Law No. 107-174.

Mandatory training for all federal civilian employees. Recommend military officers supervising civilian employees complete the training as well.

Training should be taken upon entrance.

No FEAR training is required every <u>two</u> years.

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Special Emphasis Programs *(SEPs)*

The Department of Army requires establishing SEPs to ensure equal opportunity in hiring, training, advancement and treatment of women, minorities and individuals with disabilities.

The SEPs were established to assist agencies in assuring that equal opportunity is present in all aspects of employment and that affirmative action addresses low participation groups.

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Special Emphasis Programs *(SEPs)*

The goals for the programs are to:

- ***eliminate discriminatory practices***
- ***ensure targeted groups are appropriately represented throughout the workforce***
- ***sponsor special activities designed to enhance diversity awareness***

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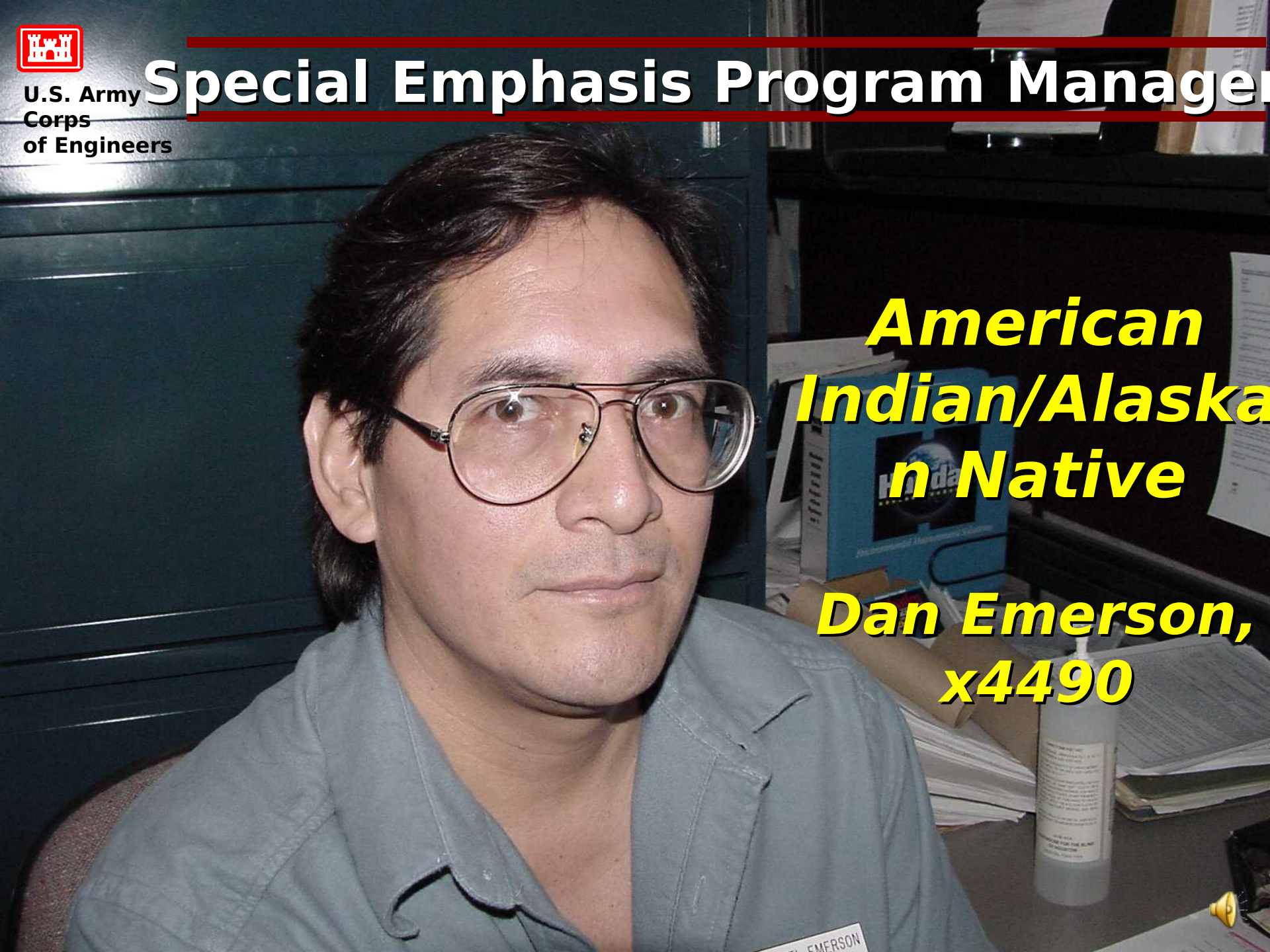
Special Emphasis Program Manager



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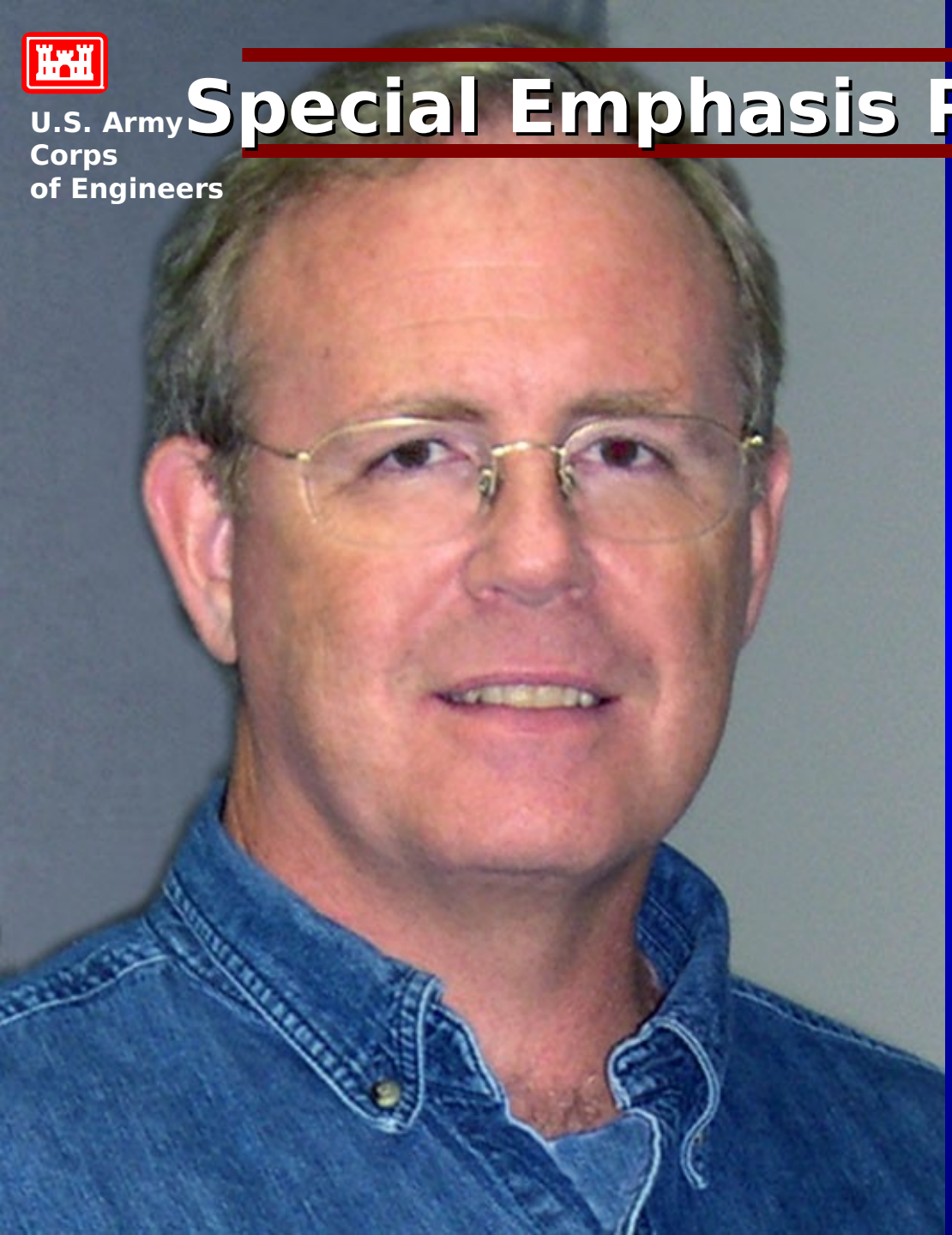
Special Emphasis Program Manager



Asian American/ Pacific American

Hank Heusinkfeld, x4646

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Special Emphasis Program Manager

Black Employment Program

Gloristine Price, x4912

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Special Emphasis Program Manager

Federal Women's Program

Marti Sedgwick, x4062

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Special Emphasis Program Manager

Hispanic Employment Program

Gloria Cliff, x4195

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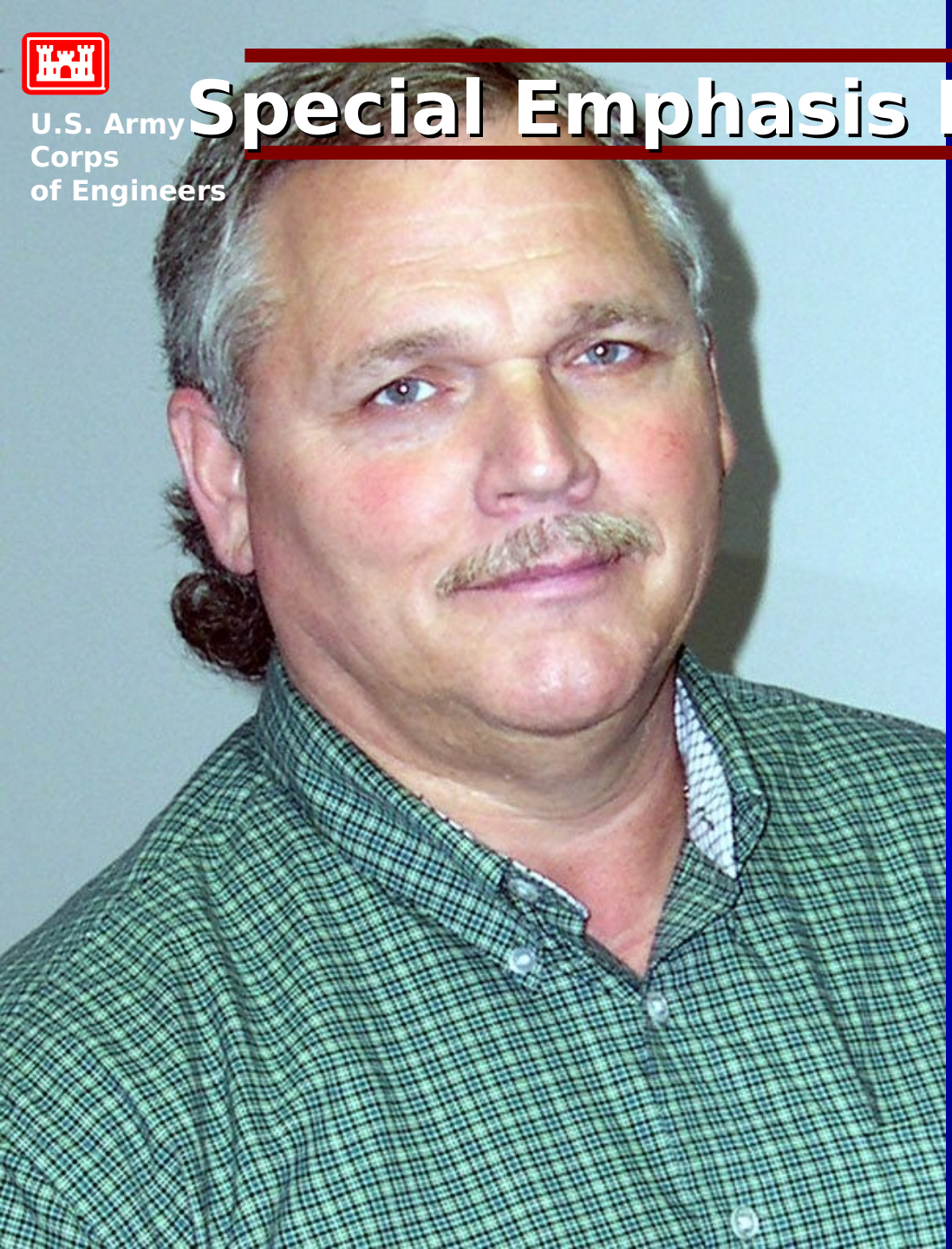
Special Emphasis Program Manager



Individuals With Disabilities

John Edge, x4839

U.S. Army
Corps
of Engineers

EEO Office Contact

District EEO Website
http://www.saw.usace.army.mil/eeo/eeo.h

U.S. Army Corps of Engineer
Wilmington District
Equal Employment Office
P. O. Box 1890
Wilmington, NC 28402-1890
Phone: (910) 251-4887
Fax: (910) 251-4955
Email:
renita.w.mcneill@usace.army.mil